



THE TIMES 100

Edition 14

Nuclear Decommissioning Authority: Developing a motivated workforce Lesson plan

Content area

- Motivation theory
- Business growth
- Job enrichment
- Financial / non financial benefits

Method

This resource can be used for general classwork, homework or learning skills for investigation.

It is a good simple exercise in bringing the various terminologies together in understanding what it means, and how it can be used in context. This allows the pupils to bring out more in discussion and understand that the topics covered in Business Studies are not insular. The outcome will be by differentiation.

First Activity:

Using the case study and any other resources, define the following words:

Atomic energy; environmental problems; decommissioning; decontamination; site licence companies; budget; specialist service; objectives; stakeholders; communities; assets; contractors; recruitment; retirement; public prejudice; investors in people; human resources; organisations; professional development; NSAN; NVQ; sustainable solutions; motivation; waste management; labour costs; productivity; output; quality; conflict; absenteeism; leadership; competitive advantage; Taylor; Maslow; McGregor X/Y; Hawthorne plant; Mayo; mass production; job production; batch production; flow production; authoritarian; democratic; paternalistic; laissez faire; low order needs; high order needs; company policy; satisfiers / motivators; dissatisfiers / hygiene factors; financial rewards; piece rate; performance related pay; SMART objectives; skilled employees; training and development; fringe benefits; job enlargement; job enrichment; job rotation; empowerment; delegation; responsibility; work-life balance; culture; investment.

Second Activity

Once you have completed the definitions link the following words together to form a paragraph. The words do not necessarily have to be in any order but must be in context of Nuclear Decommissioning Authority.



THE TIMES 100

Questions

1. What does the NDA do?
2. What are the NDA's objectives?
3. NDA holds Investors in People status. What does this mean?
4. What is the value of motivation to an organisation?
5. List the different motivation theorists mentioned in the case study.
6. In what ways could NDA motivate its staff?
7. What are the values of NDA when setting out to motivate its employees?
8. What is the difference between job enrichment and job enlargement?
9. Why might job enrichment motivate employees?
10. SMART objectives have been mentioned in the case study. How might these motivate the staff at NDA?

Activities

- Using the website, investigate where NDA is currently based in the country.
- As a group, produce an argument for and against nuclear power.
- Find out 10 interesting facts about Nuclear power and the NDA.

Other resources

- MP3 download of the full case study
- Summary of the case study . 500 words
- Brief of the case study. for lower ability pupils
- Interactive online quizzes
- Revision theory:
<http://www.thetimes100.co.uk/theory/theory--motivation--312.php>
<http://www.thetimes100.co.uk/theory/theory--human-resources--365.php>
- **Subscribe to the weekly newsletter:** Keep up-to-date with current business including lesson plans and activity ideas. www.thetimes100.co.uk